

GOVERNMENT OF TELANGANA  
**ABSTRACT**

Labour, Employment, Training & Factories Department – Ease of Doing Business – Simplifying / minimizing the regulatory compliance burden to the industry – Exemption from the applicability of certain provisions of the labour laws – Orders – Issued.

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LABOUR EMPLOYMENT TRAINING & FACTORIES (LAB-I) DEPARTMENT

G.O.Rt.No.106,

Dated: 15.02.2021.

Read the following:-

1. D.O.No.082/21/2020-CAV, dt.27.7.2020 of the Cabinet Secretary to Government of India.
2. D.O.No.P-25020/10/2020-EODB dt.10.8.2020 from Joint Secretary DIPPT, Government of India.
3. D.O.Letter No.12/1/63544/2020 dt.23.9.2020 of Chief Secretary, Telangana.
4. D.O.Letter No.12/1/63544/2020 dt.27.10.2020 of the Principal Secretary to Government I&C Department.
5. From the Commissioner of Labour, Telangana, Hyderabad, Lr.No.C2/2566/2015, dated: 13.02.2021.

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ORDER:-

In the reference 1<sup>st</sup> and 2<sup>nd</sup> read above, the Government of India has requested the States to examine various acts and regulations in the States, to rationalize and simplify the existing process of implementation of the same, in order to minimize the burden of regulatory compliance to the industry for Ease of Doing Business.

2. In the circumstances reported by the Commissioner of Labour, Telangana, Hyderabad in the letter 5<sup>th</sup> read above, Government after careful examination of the matter hereby decided to grant exemption from the applicability of certain provisions of the labour laws subjected to certain conditions to simplify / minimize the regulatory compliance burden of the industry.

3. Accordingly, the following notification shall be published in the Extraordinary issue of the Telangana State Gazette, dated: 17.02.2021:

**NOTIFICATION**

In exercise of the powers conferred on the Government under Section 73(4) of Telangana Shops and Establishment Act, 1988, Section 36 of Telangana Labour Welfare Fund Act, 1987, Section 11(2) of Telangana Factories and Establishments (National, Festival and other Holidays) Act, 1974, Section 31 of Contract Labour (Prohibition and Regulation) Act, 1970, Section 31 of Inter State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, Section 26(2) Minimum Wages Act, 1948, Section 14 of Industrial Employment (Standing Orders) Act, 1946, Section 5 of Payment of Gratuity Act, 1972, Section 26 of Maternity Benefit Act 1961, Section 38(2) of Motor Transport Workers Act, 1961, Section 26 of Payment of Wages Act, 1936, the Government of Telangana hereby (i) grant exemption from applicability of certain provisions under the Acts / Rules made there under mentioned above, in respect of the establishments falling under the jurisdiction of State of Telangana subject to the conditions mentioned in the Annexure-I, (ii) Permits self-certification in respect of the compliances listed in Annexure-II to be filed online, without taking away any of the employee benefits and subject to verification on complaints, if any, to simplify and minimize the compliance burden of labour laws on the businesses until further orders.

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4. The Commissioner of Labour, Telangana, Hyderabad shall take necessary action in the matter accordingly.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

I.RANI KUMUDINI,  
SPECIAL CHIEF SECRETARY TO GOVERNMENT

To

The Commissioner of Printing and Stationery & Stores purchases,  
Chanchalguda, Telangana, Hyderabad for publication in the  
Official Gazette and supply of 50 copies to the Commissioner of  
Labour, Telangana, Hyderabad, and 10 copies to the Government  
The Commissioner of Labour, Telangana, Hyderabad

Copy to:

The Secretary to Government of India, Ministry of Labour & Employment,  
Shram Shakti Bhavan, New Delhi-110 001

The P.S. to Special Secretary to Chief Minister

The P.S. to Minister (Labour & Employment)

The Industries & Commerce Department

SC

// FORWARDED :: BY ORDER //

SECTION OFFICER

**ANNEXURE - I to G.O.Rt.No.106, LET&F (Lab-I) Department, Dated: 15.02.2021**

<b>S. No</b>	<b>Applicable Act Section / Rule</b>	<b>Short description of compliance</b>	<b>Rule</b>	<b>Conditions for exemption</b>
1	Contract Labour (Prohibition and Regulation) Act, 1970 & Telangana Contract Labour (Prohibition and Regulation) Rules 1971	Display of an abstract of act and rules in English, Hindi and the language spoken by the majority of people	Rule 79	Exempted
2		Display of notices in English, Hindi and other local language understood by the people	Rule 81	Provide wage and wage period are in conformity with the law
3		Displaying notice of the wage period and place and time of the disbursement	Rule 71	Provide wage and wage period are in conformity with the law
4		Annual lime washing or colour washing of inside walls of canteen	Rule 43(2)(i)	if cleanness is maintained.
5		Four monthly lime washing of kitchen walls of canteen	Rule 43(2)(ii)	if cleanness is maintained.
6		Payment of wages without any deductions	Rule 70	Provide wage and deductions are in conformity with the law
7		Presence of authorised representative of the principal employer during the disbursement of the wages	Rule 72	Provided wages are paid into bank accounts of the workmen and statement is furnished to the Principal employer.
8		Preservation of the records and registers for a period of three years	Rule 80 (3)	Provided it is maintained in electronic format and produced on need based
9		Production of books of accounts and registers and other documents to the inspector	Rule 80 (4)	Provided it is maintained in electronic format and produced on need based

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10		Production of the registers and records before the Inspector or the authority	Rule 80 (4)	Provided it is maintained in electronic format and produced on need based
11	Industrial Employment(Standing Orders)Act 1946 and Telangana Industrial Employment (Standing Orders)Rules 1953	Recording details of refusal or postponement of leave in leave register	Sch I, 14 (2)	Provided integrated register is maintained and employee is communicated of the same.
12		Displaying notice of alteration and discontinuance of shift working at concerned department or section	Sch I, 14 (2)	Provided the employees are informed of the same in advance in conformity with the law.
13		Displaying notice of alteration and discontinuance of shift working at the entrance and exit Gates	Sch I, 12 (iii)	Provided the employees are informed of the same in advance in conformity with the law.
14		Displaying notice of alteration and discontinuance of shift working at the main entrance to the establishment	Sch I, 12 (iii)	Provided the employees are informed of the same in advance in conformity with the law.
15		Displaying notice of alteration and discontinuance of shift working in the time-keeper's office	Sch I, 12 (iii)	Provided the employees are informed of the same in advance in conformity with the law.
16		Displaying notice of closure in concerned department	Sch I, 12 (iii)	Provided the employees are informed of the same in advance in conformity with the law.

17		Displaying notice of closure in the time-keeper's office	Sch I, 12 (iii)	Provided the employees are informed of the same in advance in conformity with the law.
18		Displaying notice of closure of an establishment or department or it's section at concerned department or the section	Sch I, 12 (ii)	Provided the employees are informed of the same in advance in conformity with the law.
19		Displaying notice of closure of an establishment or department or its section at entrance and exit Gates	Sch I, 12 (iii)	Provided the employees are informed of the same in advance in conformity with the law.
20		Displaying notice of closure of an establishment or department or section at the main entrance to the establishment	Sch I, 12 (iii)	Provided the employees are informed of the same in advance in conformity with the law.
21		Displaying notice of closure of an establishment or department or section in the time-keeper's office	Sch I, 12 (ii)	Provided the employees are informed of the same in advance in conformity with the law.
22		Displaying notice of Rates of wages in department	Sch I, 8	Provided the employees are informed of the same in advance in conformity with the law.

23		Displaying notice of re-starting of shift working at concerned department or section	Sch I, 12 (i)	Provided the employees are informed of the same in advance in conformity with the law.
24		Displaying notice of re-starting of shift working at entrance and exit Gates	Sch I, 12 (i)	Provided the employees are informed of the same in advance in conformity with the law.
25		Displaying notice of re-starting of shift working at the main entrance to the establishment	Sch I, 12 (i)	Provided the employees are informed of the same in advance in conformity with the law.
26		Displaying notice of Re-starting of shift working in the time-keeper's office	Sch I, 12 (i)	Provided the employees are informed of the same in advance in conformity with the law.
27		Displaying notice of starting of shift working at concerned department or section	Sch I, 12 (i)	Provided the employees are informed of the same in advance in conformity with the law.
28		Displaying Notice of starting of shift working at entrance and exit Gates	Sch I, 12 (i)	Provided the employees are informed of the same in advance in conformity with the law.

29		Displaying notice of starting of shift working at the main entrance to the establishment	Sch I, 12 (i)	Provided the employees are informed of the same in advance in conformity with the law.
30		Displaying notice of starting of shift working in the time-keepers office	Sch I, 12 (i)	Provided the employees are informed of the same in advance in conformity with the law.
31		Providing a distinctive ticket to apprentice	Rule 13(1-A), Schedule-I 5(1)	provided the designation is mentioned in the Identity card issued by the employer.
32		Providing a distinctive ticket to Badli	Rule 13(1-A), Schedule-I 5(2)	provided the designation is mentioned in the Identity card issued by the employer.
33		Providing a distinctive ticket to casual work man	Rule 13(1-A), Schedule-I 5(2)	provided the designation is mentioned in the Identity card issued by the employer.
34		Providing a distinctive ticket to permanent work man	Rule 13(1-A), Schedule-I 5(2)	provided the designation is mentioned in the Identity card issued by the employer.
35		Providing a distinctive ticket to probationer	Rule 13(1-A), Schedule-I 5(2)	provided the designation is mentioned in the Identity card issued by the employer.
36		Providing a distinctive ticket to seasonal work man	Rule 13(1-A), Schedule-I 5(2)	provided the designation is mentioned in the Identity card issued by the employer.

37		Providing a distinctive ticket to temporary work man	Rule 13(1-A), Schedule-I 5(2)	provided the designation is mentioned in the Identity card issued by the employer.
38		Exhibiting a notice of periods and hours of work and the timekeepers office	Sch I, 6	Provided the employees are informed of the same in advance in conformity with the law.
39		Exhibiting a notice of periods and hours of work in establishment	Sch I, 6	Provided the employees are informed of the same in advance in conformity with the law.
40		Exhibiting a notice specifying weekly holiday at the timekeeper's office	Sch I, 7	Provided the employees are informed of the same in advance in conformity with the law.
41		Exhibiting a notice specifying weekly holiday in a establishment	Sch I, 7	Provided the employees are informed of the same in advance in conformity with the law.
42		Exhibiting copy of standing orders in timekeepers office	Sch I, 29	Provided the employees are informed of the same in advance in conformity with the law.



43	Inter State Migrant Workmen (Regulation of Employment and Conditions of Service) Act 1979 and Telangana Inter State Migrant Workmen (Regulation of Employment and Conditions of Service) Rules 1982	Communicating changes regarding date of payment of unpaid wages to inspector	Rule 47(2)	If rates of wages, hours of work, wage period and unpaid wages are inconformity with the law
44		Communicating changes regarding dates of payment of wages to the inspector	Rule 47(2)	do
45		Communicating changes regarding hours of work of migrant workmen to Inspector	Rule 47(2)	do
46		Communicating changes regarding hours of work to Inspector	Rule 47(2)	do
47		Communicating changes regarding names and addresses of the inspectors having jurisdiction over establishment to Inspector	Rule 47(2)	do
48		Communicating changes regarding rates of wages to Inspector	Rule 47(2)	provided it is communicated in electronic form
49		Contractor to notify change in the number of Migrant workmen to licencing officer	Rule 11(2)(ix)	Provided amended license is obtained
50		Contractor to send telegram of fatal accident or serious bodily injury of migrant workman to next of the kin of migrant workman	Rule 22(2)	Provided information is sent in any other form, including electronic means
51		Contractor to send telegram of fatal accident or serious bodily injury of migrant workman to specified authorities	Rule 22(2)	do
52		Contractor to send written report of fatal accident or serious bodily injury of migrant workman to the relatives of workman	Rule 22(2)	do
53		Copy of notice containing names and addresses of inspectors having jurisdiction to be sent to the inspector	Rule 47(2)	provided it is communicated in electronic form
54		copy of notice hours of work to be sent to inspector	Rule 47(2)	do
55		Copy of notice of dates of payment of wages to be sent to inspector	Rule 47(2)	do

56		Copy of notice showing date of payment of unpaid wages to be sent to inspector	Rule 47(2)	do
57		Copy of notice showing the rates of wages to be sent to inspector	Rule 47(2)	do
58		Notifying licencing officer in case any change in conditions of work	Rule 11(2)(ix)	provided changed conditions are in conformity with the law.
59		Principal employer to send telegraphic intimation of accident or serious bodily injury to specified authorities within 48 hours	Rule 22(3)	provided it is communicated in electronic form
60		Principal employer to send telegraphic intimation to the authorities within 48 hours	Rule 22(3)	do
61		Sending copy of notice of wage period and place and time of disbursement of wages to Principal Employer	Rule 28(4)	provided wage periods and wage rates are in conformity with the law.
62		Sending copy of notice of wage periods to Inspector	Rule 47(2)	provided it is communicated in electronic form
63		Sending written report of fatal accident or serious bodily injury of migrant workman to the specified authorities	Rule 22(2)	provided it is communicated in electronic form
64		Contractor to display abstract of Act and rules	Rule 46	Exempted
65		Contractor to display abstract of Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 and rules	Rule 46	Exempted
66		Displaying copy of licence at work place	Rule 11(2)(xi)	Provided its produced in physical or electronic format on demand to the Inspector or Principal employer.
67		Displaying notice showing wage period and place and time of disbursement of wages	Rule 47(1)	If rates of wages, hours of work, wage period and unpaid wages are inconformity with the law

68		Principal employer to display notice giving details of rates of wages	Rule 47(1)	If rates of wages, hours of work, wage period and unpaid wages are in conformity with the law
69		Principal employer to display notice giving details of wage period	Rule 47(1)	If rates of wages, hours of work, wage period and unpaid wages are in conformity with the law
70		Principal employer to display notices giving details of date of payment of unpaid wages	Rule 47(1)	If rates of wages, hours of work, wage period and unpaid wages are in conformity with the law
71		Principal employer to display notices giving details of dates of payment of wages	Rule 47(1)	If rates of wages, hours of work, wage period and unpaid wages are in conformity with the law
72		Principal employer to display notices giving details of names and addresses of Inspectors having jurisdiction	Rule 47(1)	If rates of wages, hours of work, wage period and unpaid wages are in conformity with the law
73		Annual lime washing/ colour washing of walls of canteen	Rule 33(5)(ii)	Provided cleanliness is maintained
74		Inside walls of canteen's kitchen to be lime-washed in every 4 months	Rule 33(5)(ii)	Provided cleanliness is maintained

75		Authorised representative to certify payment of wages made to inter-State migrant workmen	Rule 28(6)	Provided wages are paid into bank accounts of the workmen and statement is furnished to the Principal employer.
76		Authorised representative to certify payment of wages made to inter-State migrant workmen in Form XIII	Rule 28(6)	Provided wages are paid into bank accounts of the workmen and statement is furnished to the Principal employer.
77		Nomination of authorised representative by principal employer	Section 17(2)	Provided the payments are made through bank / online as per the provisions of Payment of Wages Act
78		Presence of authorised representative at time of disbursement of wages	Rule 28(5)	Provided the payments are made through bank / online as per the provisions of Payment of Wages Act
79		Contractor to maintain and preserve Register of deduction in Form XXI	Rule 45 (5)	Provided it is maintained in electronic format and produced on need based
80		Contractor to maintain and preserve Register of Wages in Form XIX	Rule 44 (2) (a)	Provided it is maintained in electronic format and produced on need based
81		Contractor to maintain displacement-cum-outward journey sheet in Form XVII	Rule 43 (1)	Provided entries are made in workers passbook.

82	Maternity Benefit Act 1961 (Applicable to Telangana) and Telangana Maternity benefit rules, 1966	Exhibiting abstract of act and rules in establishment	Rule 15	Exempted.
83		Manner of making payment of maternity benefit	Rule 5	Provided its paid in conformity with the law.
84	Minimum Wages Act 1948 and Telangana Minimum wages Rules 1960	Displaying a copy of list of approved deductions from wages in respect of National Defence Capital Fund at the establishment before making such deductions	Rule 22(2)(xii)(b)(2)	Exempted
85		Displaying a notice relating weekly rest day for the workers at the place specified by the Inspector	Rule 24(1)	Display of the notice is exempted provided weekly rest day is allowed to the employees on any one day in a week
86		Displaying a revised notice relating to weekly rest day for the workers at the place specified by the Inspector in case of change in the weekly rest day. Note: By displaying a notice at the workplace, employer shall inform the the weekly rest day fixed to all the workers employed in the establishment	Rule 24(1)	Display of the notice is exempted provided weekly rest day is allowed to the employees on any one day in a week and employee is informed of the same in advance
87		Displaying notice of minimum wages fixed together with abstracts of the Act and the Rules at the places selected by the Inspector	Rule 23	Exempted
88		Diplying notice specifying the dates of payment of wages at the establishment	Rule 22(1)(iv)	Provided wage periods are in conformity with the law.

89		Obtaining prior approval of Inspector in writing in case of any deductions for recovery or adjustment of amount of wages to be paid to employee	Rule 22(2)(xi)	To be exempted provided the deductions are in conformity with the law.
90		Authentication of entries of Register of wages and wages slips	Rule 30(3)	Provided wages are paid into bank accounts of the workmen and wage register is maintained electronically, and wage slips are communicated electronically.
91	Motor Transport Workers Act 1961 and Telangana Motor Transport Workers Rules 1963	Notice of change in hours of work	Rule 28	Provided the employee is informed of the change in hours of work in advance and is in conformity with the law.
92		Submission of statement declaring names of workers allowed or required a rest day	Rule 29(2)	Provided the employee is informed of the rest day in advance, and is in conformity with the law.
93		Display a notice of list of compensatory holidays allowed to workers	Rule 30(1)	Provided the employee is informed of the compensatory holiday in advance, and is in conformity with the law.
94		Lime washing / colour washing of inside walls of rooms, all ceilings, etc. once in a year	Rule 17(7)(a)(ii)	provided hygiene and cleanliness is maintained
95		Painting of inside walls of rooms ceilings, etc. of canteen once in every 3 years	Rule 17(7)(a)(ii)	provided hygiene and cleanliness is maintained
96		Painting of internal structural iron and steel work of a canteen once in every 3 years	Rule 17(7)(a)(iii)	provided hygiene and cleanliness is maintained

97		Painting of kitchen walls of canteen once in every 4 months	Rule 17(7)(a)(iii)	provided hygiene and cleanliness is maintained
98		Varnishing / painting of wood work once in every 3 years	Rule 17(7)(a)(i)	provided hygiene and cleanliness is maintained
99	Payment of Gratuity Act 1972 and Telangana Payment of Gratuity Rules 1972	Giving written notice specifying the amount of Gratuity to the controlling authority	Rule 9(ii)	omitted by G.O.Ms.No.3 dt.5.1.1999
100		Submitting notice of closure in form C to the controlling authority	Rule 3(3)	Provided intimation is given electronically.
101		Display on notice specifying the name of authorised officer at the entrance of the establishment	Rule 4(1)	Exempted as the Inspections are randomized online based inspections.
102		Displaying fresh notice specifying name of the authorised officer at the main entrance of the establishment	Rule 4(2)	Provided the employees are informed of the same in advance in conformity with the law.
103	Telangana Factories and Establishments (National, Festival and other Holidays) Act 1974 and Telangana Factories and Establishments (National, Festival and other Holidays) Rules 1974	Submitting statement of holidays allowed in Form I to inspector annually	Rule 4(1)	Provided holidays are given in conformity with the law.
104		Maintaining register of national holidays in Form III	Rule 6	Provided the holidays declared by the government are followed
105		Displaying a statement of holidays submitted with the inspector at the factory/establishment	Rule 4(2)	Provided holidays are given in conformity with the law and employees are communicated of such holidays.

106		Maintenance and preservation of visit book	Rule 6(2)	inspections are online based, hence exempted
107		Employer to obtain signatures of employee on duplicate copy of notice in Form II	Rule 5	Provided holidays are given in conformity with the law.
108	Telangana Labour Welfare Fund Act, 1987 and Telangana Labour Welfare Fund Rules 1988	Employer to forward extract from consolidated register of unclaimed wages and fines to Welfare Commissioner	Rule 5	Provided such information is sent in electronic form to welfare commissioner
109		Notice of change in particulars of establishment	Rule 3(2)	Provided amended license is obtained
110		Sending copy of extract from register of wages in form-E to welfare Commissioner	Rule 4(2)	Provided such information is sent in electronic form to Welfare commissioner
111		Maintenance and preservation of Register of wages	Rule 4(1)(a)	Provided it is maintained in electronic format and produced on need based
112		Quarterly payment of employers and employees contribution, dues and fines, unpaid accumulations	Rule 5	Partly implemented. Dues and fines to be implemented
113		Maintenance of consolidated register of unclaimed wages and fines in form G	Rule 4(1)(b)	Provided it is maintained in electronic format and printout is given on need based
114	Telangana Shops and Establishment Act, 1988 and Telangana Shops and Establishment Rules 1990	Furnishing copy of termination order to the Inspector within 3 days of termination	Sec 27(1)	Provided copy of the same is sent in electronic form.



115		Intimation to Inspector regarding change in particulars of registration certificate in form VII	Rule 6(1)	Provided amended license is obtained online
116		Maintaining a visit book of Inspector's visit	Rule 29(10)(a)	Exempted as the Inspections are online based.
117		Reporting fact of destroyal of visit book to the Inspector	Rule 29(10)(d)	Exempted as the Inspections are online based.
118		Displaying copy of list of acts and omissions in establishment	Rule 19(2)	Provided employees are furnished the copy of the same.
119		Displaying list defining acts and omissions approved by chief inspector in establishment	Rule 17(1)(d)	Provided employees are furnished the copy of the same.
120		Displaying list of holidays with wages in establishment	Sec 31(3)	Provided employees are furnished the copy of the same.
121		Displaying registration certificate in establishment	Sec 3	Provided it is produced on demand to the Inspector physical or electronic copy.
122		Copy of letter of appointment to be handed over to the Inspector	Rule 30	Provided the copies are produced on demand to the Inspector at the time of Inspection.
123		Exhibiting notice containing abstracts of the act and rules in an establishment	Rule 29(4)	Exempted.
124		Exhibiting notice specifying holiday in form XXIV	Rule 29(3)	Provided the employee is informed of the same in advance.

125		Sending list of holidays with wages to Chief Inspector	Sec 31(3)	Provided if the holidays given are in conformity with the law
126		Sending list of holidays with wages to Inspector	Sec 31(3)	Provided if the holidays given are in conformity with the law
127		Employer requiring the power to impose fines to send lists to the chief inspector	Rule 17(1)(b)	Provided the fines imposed are in conformity with the law.
128		Visit book to be kept in business premises of establishment	Rule 20(10)(e)	Exempted as Inspections are online allocation based.
129		Annual whitewashing for colour washing of beams, rafters, doors, window frames and other wood work	Rule 11 (1) (b)	provided hygiene and cleanliness is maintained
130		Painting/Varnishing of beams, rafters, doors, window frames and other wood work once in every 7 years	Rule 11 (1) (b)	provided hygiene and cleanliness is maintained
131		Two year white washing or colour washing of inside walls of the rooms of establishment	Rule 11 (1) (a)	provided hygiene and cleanliness is maintained
132		Daily cleaning of floor in establishment	Rule 11 (4)	provided hygiene and cleanliness is maintained
133		Enforcing the proper use of latrines and Urinals in establishment	Rule 11 (5)	provided hygiene and cleanliness is maintained
134		Acts and omissions constituting misconduct	Rule 19	Provided if standing orders as per Industrial employment act are followed.
135		Compulsory enrollment of employees to insurance-cum- Savings Scheme	Sec. 34	Exempted as it is not notified

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136		Employer to make payment on behalf of employees enrolled to insurance-cum- savings scheme	Sec. 34 (2)	Exempted as it is not notified
137		Monthly dusting of ceilings	Rule 11 (4)	provided hygiene and cleanliness is maintained
138		Prohibition on employer to call employee in establishment on holiday	Sec. 19 (5)	Provided overtime wages or compensatory holiday is allowed in conformity with the law.
139		Prohibition on employer to call employee on shop on holiday	Sec. 12 (5)	Provided overtime wages or compensatory holiday is allowed in conformity with the law.
140		Prohibition to sell outside before opening and after closing hours of shops	Sec. 8	Provided it is within the working hours of the employer

I.RANI KUMUDINI,  
SPECIAL CHIEF SECRETARY TO GOVERNMENT

**ANNEXURE - II to G.O.Rt.No.106, LET&F (Lab-I) Department, Dated: 15.02.2021**

S. No.	Act Name	Compliance Short Description	Self Certification condition
1	Contract Labour (Prohibition and Regulation) Act, 1970 & Telangana Contract Labour (Prohibition and Regulation) Rules 1971	Audit of the books of accounts of canteen once a year	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
2		Displaying the notice outside the urinals distinguishing males and females	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
3		Payment of wages where less than 1000 employees are employed	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
4		Payment of wages where more than 1000 employees are employed	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
5		Latrines and Urinals are conveniently situated and accessible to workers	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
6		Latrines and Urinals to comply with the requirements of the public health authorities	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
7		Lighting and maintaining the lights of the Urinals	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
8		Providing ventilation and sufficient light to the rest rooms and other accommodation	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
9		Accommodation of the dining hall	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
10		Area of the canteen not to be less than 1 square metre per dinner	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
11		Arrangements for collection and disposal of garbage	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
12		Contract Labour employed not to exceed the number stated in licence	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

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13		Fixing of the wage Period of the Contract Labour	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
14		Foodstuffs in the canteen to be served on 'no profit, no loss' basis	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
15		Immediate re-filling of the contents of the first-aid box	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
16		Issuing employment-cum-wage card in the proforma XIV where less than 1000 employees are employed	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
17		Issuing employment-cum-wage card in proforma XIV where more than 1000 employees are employed	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
18		Issuing service certificate in form XV on termination of workman	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
19		Lighting facilities at the canteen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
20		Maintaining furniture and utensils in clean and hygienic condition	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
21		Maintaining the washing facilities at the establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
22		Maintaining the washing facilities in clean and hygienic conditions	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
23		Maintenance of notice in clean and legible condition	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
24		Maintenance of the canteen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
25		Maintenance of the canteen in clean and sanitary condition	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

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26		Marking the first aid box with a Red Cross and the equipment to be stored in the box for the use by maximum 50 workers	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
27		Marking the first aid box with a Red Cross and the equipments to be stored in the box for the use by more than 50 contract labourers	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
28		Partition and reservation in the dining hall for the women	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
29		Payment of the wages in the work premises within 48 hours of the last working day	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
30		Payment of the wages directly to the worker or to the person authorised by him	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
31		Prohibition on employment of contract labour in certain cases	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
32		Prohibition to execute work through contract labour without licence	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
33		Proper drainage of the wastewater	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
34		Providing and maintaining a first-aid box at the workplace	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
35		Providing and maintaining clean clothes to the Employees	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
36		Providing and maintaining drinking water at the convenient places	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
37		Providing and maintaining first-aid boxes in the ratio of 1 box for 150 Contract Labour workers	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
38		Providing and maintaining utensils, crockery cutlery, etc	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

39		Providing of adequate screening facilities for the use of male and female workers	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
40		Responsible person to be in charge of the first -aid box	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
41		Separate washing places for women	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
42		Serving of food stuff and other items in conformity with normal habits	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
43		Structure and description of a canteen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
44		Sufficient tables, stools, chairs to be provided in the canteen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
45		Trained person to be in charge of the first aid box for more than 150 workers	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
46	Industrial Employment(Standing Orders)Act 1946 and Telangana Industrial Employment (Standing Orders)Rules 1953	Payment of subsistence allowance to suspended workman	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
47		Payment of wages in case of Period of the detention is less than 1 hour	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
48		Payment of wages in case of Period of the detention is more than 1 hour	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
49		Payment of wages to suspended workman who is not guilty	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
50		21 days notice of discontinuance to be given to workman before discontinuation of shift working	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
51		Giving 1 month's notice of closure to the workmen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
52		Giving 7 days notice of re-opening of establishment to the work men	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

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53		Giving a notice of resumption of work to work men	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
54		Informing fact of extension of the probation period to work man	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
55		Issuing order on leave application	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
56		Notifying work men by a general notice starting time of resumption of work	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
57		Putting notice in the department concerned directing workers regarding resumption of work	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
58		Putting notice in the manager's office directing workers regarding the resumption of work	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
59		Sending a return reply to workmen for leave extension before expiry of the leave	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
60		Application for certification of standing orders in form A	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
61		Closure of the factory or field work without notice	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
62		Giving charge sheet to the work man against whom an enquiry for misconduct has to be held	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
63		Giving detailed reasons of suspension to the work man	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
64		Giving service certificate to work man at the time of discharge or retirement	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
65		Issuing leave pass to the worker	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
66		Maintaining records of all leaves in register of leave	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

**Contd....6**



67		Manner of doing search of work man	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
68		Manner of modifying standing orders	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
69		obtaining certified standing orders	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
70		operation of standing orders	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
71		Passing an order of dismissal or suspension or fine or stoppage of annual increment or reduction in rank	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
72		Payment of stipend to an apprentice	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
73		Period of apprenticeship training not to exceed 2 years	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
74		Prohibition on searching of female worker in the presence of any male person	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
75		Prohibition to enter or leave the premises of the establishment except by the gate specified for the purpose	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
76		Transferring the shift of work man	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
77		Worker to be kept on Badli list in case of loss of lien by work man	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
78		Recording details of refused or postponed leave in leave register	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
79	Inter State Migrant Workmen (Regulation of Employment and Conditions of Service) Act 1979 and Telangana Inter State Migrant Workmen (Regulation of Employment and Conditions of Service) Rules 1982	Annual audit of canteen accounts	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
80		Charges for foodstuffs in canteen to be conspicuously displayed in canteen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

81		Displaying prescribed notice outside every latrine and urinal in establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
82		Contractor to provide canteen facility where employment of migrant workmen is likely to continue for 6 months and wherein migrant workmen numbering 100 or more	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
83		Contractor to provide creche facility	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
84		Contractor to provide woollen overcoat to migrant workmen once in 3 years	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
85		Principal employer to provide drinking water facility if not provided by contractor	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
86		Principal employer to provide medical facility for migrant workmen when contractor fails to do so	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
87		Principal employer to provide protective clothing to migrant workmen when contractor fails to do so	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
88		Principal employer to provide residential accommodation to migrant workmen when contractor fails to do so	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
89		Principal employer to provide washing facilities facility if not provided by contractor	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
90		Providing accommodation in a suitable shed or a barrack to workman who is unaccompanied by any other family member	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
91		Providing separate urinal facility for male and female workmen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
92		Responsibility of Principal employer to provide Creche facility when contractor fails to provide the same	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
93		Contractor to compensate cost of medicine purchased by a migrant workman on presentation of the bill	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
94		Contractor to pay return fare to migrant workman on cessation of work in the establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

95		Contractor to pay return fare to migrant workman on the expiry of the period of employment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
96		Final payment of wages to migrant workmen in case work is completed before the expiry of wage period	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
97		Liability of principal employer to pay wages in case contractor fails to pay wages to inter-State migrant workmen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
98		Payment of wages to migrant workmen who is employment has been terminated	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
99		Payment of wages to migrant workmen where more than 1,000 workmen are employed before the 10th of the month	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
100		Payment of wages where less than 1,000 workmen are employed before the 7th of the month	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
101		Principal employer to pay displacement allowance to migrant workmen when contractor fails to do so	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
102		Principal employer to pay journey allowance to migrant workmen when contractor fails to do so	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
103		Contractor to provide latrines and urinals facilities for migrant workmen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
104		Maintenance of adequate ventilation in rest rooms	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
105		Principal employer to provide latrines and urinals if not provided by contractor	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
106		Providing latrine facility in establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
107		Water in latrines/ urinals to be conveniently accessible	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
108		Changes to foodstuffs in canteen to be based on no-profit, no-loss basis	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

109		Conditions of service of migrant workmen performing different kind of work from that of workmen directly employed by principal employer	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
110		Contractor to ensure disbursement of wages in presence of such authorised representative	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
111		Contractor to ensure repayment of any loan given to inter-state migrant workmen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
112		Contractor to ensure wages are disbursed in presence of authorised representative	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
113		Contractor to hospitalise and pay expenses in case migrant workmen or his family member suffers from any ailment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
114		Contractor to issue service certificate in Form XVI to migrant workman on termination of his employment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
115		Contractor to keep conditions of service of migrant workman similar to those working in similar employments in area which is establishment is located	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
116		Contractor to maintain rest rooms	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
117		Contractor to pay displacement allowance to inter-State migrant workman	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
118		Contractor to pay journey allowances to inter-State migrant workman	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
119		Contractor to pay return fare to migrant workman on being incapacitated for further employments	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
120		Contractor to pay return fare to migrant workman on resigning from service on account of non-fulfillment of terms and conditions of his employment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
121		Contractor to pay return fare to migrant workman on termination of his service	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

122		Contractor to provide rest rooms for migrant workmen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
123		Contractor to provide sufficient quantity of wholesome drinking water	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
124		Duty of contractor to ensure suitable conditions of work for migrant workmen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
125		Duty of contractor to issue passbook to workmen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
126		Duty of contractor to maintain residential accommodation	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
127		Duty of contractor to pay for equal work irrespective of sex	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
128		Duty of contractor to pay regular wages to workmen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
129		Ensuring adequate supply of natural or artificial light in creche	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
130		Ensuring waste water from canteen is carried away in suitable covered drains	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
131		First-aid box to be under the charge of responsible person	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
132		Food stuffs of canteen to be in conformity with normal habits of migrant workmen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
133		Free provision of suitable and adequate medical facilities for outdoor treatment of migrant workman	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
134		Giving similar conditions to service to migrant workmen performing similar kind of work as that of workmen directly employed by the principal employer	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
135		Keeping areas near barracks/ quarters in clean and sanitary condition	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

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136		Licence granted to be subject to terms and conditions of employment or recruitment of migrant workmen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
137		Maintaining utensils, crockery, cutlery, furniture in canteen in clean and hygienic condition	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
138		Maintaining washing facilities for the use of migrant workmen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
139		Non transferability of licence granted to contractor	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
140		Precincts of canteen to be maintained in a clean and sanitary condition	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
141		Principal employer to ensure repayment of any loan given to inter-state migrant workmen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
142		Principal employer to provide ailment requiring urgent medical attention or hospitalisation in case contractor fails to do so	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
143		Principal Employer to provide canteen facility if contractor fails to provide it	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
144		Principal employer to provide rest rooms when contractor fails to provide the same	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
145		Prohibition to employ inter state migrant workmen unless principal employer has obtained certificate of registration	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
146		Providing adequate supply of drinking water in quarters or barracks	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
147		Providing adequate supply of wholesome drinking water in creche	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
148		Providing and maintaining first aid box in establishment employing less than 50 migrant workmen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
149		Providing and maintaining first aid box in establishment employing more than 50 migrant workmen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

150		Providing clean cloths for employees serving in canteen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
151		Providing hot water for cleaning of utensils and equipment of canteen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
152		Providing protective clothing to migrant workmen for winter season	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
153		Providing similar conditions of service to migrant workmen performing similar kind of work as performed by workmen directly employed by principal employer	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
154		Providing sufficient chairs, tables etc. in canteen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
155		Providing sufficient utensils, crockery, cutlery, furniture in canteen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
156		Providing washing facilities for migrant workmen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
157		Rates of wages of migrant workmen whose work is not similar to the work of other workmen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
158		Rates of wages payable to the migrant workmen by the contractor not to be less than the rates prescribed under the Minimum Wages Act, 1948	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
159		Rest rooms to have adequate natural and artificial lightning	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
160		Rest rooms to have adequate supply of wholesome drinking water	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
161		Restriction on work timings of female migrant workman	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
162		Sufficient lighting to be maintained in canteen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
163		Supplying sufficient number of costs and bedding in creche	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

164		Supplying toys and games in creche	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
165		Work timings for female migrant workman	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
166		Workmen recruited or employed as migrant workmen in establishment not to exceed as specified in licence	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
167		Application for refund of security deposited by contractor	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
168		Contractor to maintain a pass book	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
169	Maternity Benefit Act 1961 (Applicable to Telangana)	Payment of maternity and other benefits to nominee in case of death of woman	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
170		Payment of medical bonus to woman entitled to maternity benefit	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
171		Giving leave with wages in case of miscarriage or medical termination of pregnancy of woman	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
172		Giving leave with wages to woman on account of illness arising out of miscarriage, tubectomy operation etc	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
173		Given leave with wages with woman who has undergone tubectomy operation	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
174		Allowing 4 visits of creche to woman	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
175		Criteria for availing maternity benefit	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
176		Maximum period of maternity benefit	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
177		Maximum period of maternity benefit to woman adopting child	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
178		Nursing breaks for woman	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.



179		Payment of maternity and other benefits to woman concerned	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
180		Permitting woman to be absent from the establishment during the maternity benefit period	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
181		Prohibition on allotting work of an arduous nature to pregnant woman	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
182		Prohibition on deduction of wages of woman in certain cases	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
183		Prohibition on dismissal of woman during absence due to pregnancy	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
184		Prohibition on employing woman during certain period	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
185		Intimating the benefit available to every woman at the time of initial employment as employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
186		Providing creche facility in establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
187	Minimum Wages Act 1948 and Telangana Minimum wages Rules 1960	Payment of wages at the establishment having less than 1000 persons employed	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
188		Payment of wages at the establishment having more than 1000 persons employed	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
189		Payment of wages to workers employed in agriculture before 15th day from the end of wage period	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
190		Wages for the employee working on the rest day and has been given a substituted rest day	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
191		Deduction for damages or loss in installments in case amount of deduction exceeds 1/3rd of wages payable	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
192		Employer not responsible to pay full day wages for causes beyond his control	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
193		Fixing the weekly rest day for the employees	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

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194		Issuance of wage slip in Form XI by the employer having more than 1000 persons employed	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
195		Issuance of wage slip in Form XI where less than 1000 persons are employed	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
196		Maximum number of hours permissible for overtime work during a quarter	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
197		Minimum time rate wages for piece work	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
198		Normal working hours for adults and child workers	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
199		Obtaining written consent from employee before making deductions from wages in respect of recovery or adjustment amounts paid in excess	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
200		Payment of proportionate wages in case of power cuts effected by Government	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
201		Payment of wages for overtime work in case of employment in agriculture including plantations	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
202		Payment of wages for overtime work in case of scheduled employments	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
203		Payment of wages to employees employed in 2 or more classes or work with different minimum rate of wages	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
204		Payment of wages to employees in case employee works for 4 hours or less on a normal working day	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
205		Permissible deductions from wages for scheduled employment worker	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
206		Person imposing a fine to explain the reason of fine or deduction and the amount of fine or deduction to the employed person	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

**Contd....16**

207		Rest interval for adult workers	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
208		Restriction on employees to work on rest day	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
209		Spread over working hours for adult workers	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
210		Utilising realisations from fine for the benefit of persons employed in the scheduled employments	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
211		Wages for rest day to be paid at a rate applicable to the preceding day	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
212		Wages not to be paid below minimum rates	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
213		Weekly rest day for workers working beyond mid nights	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
214		Working hours for adolescents	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
215		Working hours for child worker	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
216		Person imposing a fine to explain the reason of fine or deduction and the amount of fine or deduction to the employed person	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
217	Motor Transport Workers Act 1961 and Telangana Motor Transport Workers Rules 1963	Liability of person in charge of the business after of death of an employer	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
218		Registration number marking on vehicles	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
219		Annual auditing of accounts pertaining to canteen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
220		Display of charges of food items in the canteen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

221		Notice of hours of work to be displayed in a clean and legible condition	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
222		Notice of hours of work to be displayed in a conspicuous place	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
223		Provide sufficient number of utensils crockery, cutlery, furniture, etc in canteen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
224		Provide sufficient tables, chairs or benches in a canteen hall	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
225		Provide suitable clean clothes for the employees serving the canteen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
226		Providing canteens in or near the undertaking	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
227		Formation of a canteen managing committee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
228		Working hours of an motor transport worker in case of breakdown or dislocation	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
229		Approval for site plan of the canteen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
230		Employer to pay extra wages to worker for overtime	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
231		First-aid boxes to be readily accessible during all working hours	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
232		Issue letters of appointment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
233		Liability of person carrying on business during insolvency of an employer	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
234		Maintain furniture, utensils and other equipment in a clean and hygienic condition	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
235		Maintaing sufficient number of utensils, crockery, cutlery, furniture and any other equipment in a canteen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

236		Maintaing suitable clean clothes for the employees serving the canteen	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
237		Maintenance of equipment and drugs in a dispensary	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
238		Maintenance of Precincts of a canteen in a clean and sanitary condition	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
239		Maintenance of restrooms or the alternate accommodation	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
240		Provide adequate hot water supply for cleaning of utensils and other equipment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
241		Provide place for medical examination by the certifying surgeon in an undertaking	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
242		Provide sufficient soaps and towels in a canteen hall	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
243		Provide dispensary with equipment and drugs	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
244		Providing first-aid box in every motor transport vehicle	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
245		Providing free uniforms and rain coats to drivers, conductors, cleaners and line checking staff	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
246		Providing restrooms as a place to halt at nights	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
247		Providing wholesome drinking water in a dispensary	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
248		Workers not allowed to work on rest day	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
249	Payment of Gratuity Act 1972 and Telangana Payment of Gratuity Rules 1972	Depositing amount of Gratuity with the government authority	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
250		Payment of Gratuity in case of death due to accident of the employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

251		Payment of Gratuity in case of death due to disease of the employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
252		Payment of Gratuity in case of disablement due to accident of the employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
253		Payment of Gratuity in case of disablement due to disease of the employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
254		Payment of Gratuity in case of resignation of the employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
255		Payment of Gratuity in case of retirement of the employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
256		Payment of Gratuity in case of superannuation of the employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
257		Giving written notice specifying the amount of Gratuity to employee to whom the gratuity is payable	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
258		Issuing a notice in form L specifying the amount and date for Payment of Gratuity to employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
259		Issuing a notice in form L specifying the amount and date for Payment of Gratuity to employee's legal heir	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
260		Issuing a notice in form L specifying the amount and date for Payment of Gratuity to employee's Nominee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
261		Issuing a notice in form M specifying the non admissibility of the claim to the employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
262		Issuing a notice in form M specifying the non admissibility of the claim to the Employee's Nominee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
263		Issuing notice specifying the non admissibility of the claim, to the Employee's legal heir	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
264		Employer to renew insurance on annual basis	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
265		Obtaining the insurance from issuer	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

266		Re-fixing the date for Payment of Gratuity which is due	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
267		Verification of the service particulars of the employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
268	Telangana Factories and Establishments (National, Festival and other Holidays) Act 1974 and Telangana Factories and Establishments (National, Festival and other Holidays) Rules 1974	Obtaining consent from employees for substitution of holiday in lieu of festival holiday	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
269		Wages to the employees working on government notified holiday	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
270		Sending a notice to the employee to work on any government notified holiday in Form II	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
271		National Holidays allowed to employees during a calendar year	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
272		No payment of wages for national holidays in certain cases	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
273		Payment of wages for the national holidays	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
274		Reporting of dangerous occurrences causing death or disablement to Inspector	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
275	Telangana Labour Welfare Fund Act, 1987 and Telangana Labour Welfare Fund Rules 1988	Recovery of employees contribution from wages	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
276	Telangana Shops and Establishment Act, 1988 and Telangana Shops and Establishment Rules 1990	Annual medical examination of workers assigned to manual transport of loads	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
277		Leave to be allowed for employee during his first 12 months of continuous service	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
278		Providing buckets, fire extinguishers as precautions against fire	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
279		Providing first aid appliances in establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

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280		Payment of employer's contribution under insurance-cum-Saving Scheme	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
281		Payment of Maternity Benefit to women employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
282		Payment of wages on termination of service of any employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
283		Payment of wages to employee who is discharged when he is sick or suffering as a result of an accident	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
284		Payment of wages to employees	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
285		Service compensation to be paid to nominee in case of death of employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
286		Furnishing letter of appointment in Form XXVI to employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
287		Allowing special casual leave to employee undergone Vasectomy or tubectomy operation	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
288		Granting wages in respect of unavailed leave to employee who has been discharged from employment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
289		Pay during leave and holidays	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
290		Payment of wages for leave encashed	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
291		Working hours of young person	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
292		Keeping place around drinking water clean and drained	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
293		Keeping premises of every establishment clean and free from effluvia	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
294		Maintaining sanitary and clean condition in establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

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295		Making suitable arrangements for cleaning and conserving of latrines and urinals	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
296		Premises of establishment to be properly ventilated	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
297		Allowing compensatory holiday with wages to employees working on holidays	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
298		Allowing one day as holiday for employee working in a establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
299		Amount of deductions for absence from duty not to bear to the wages payable to the employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
300		Arranging medical examination before assignment of the employees to Manual Transport of loads	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
301		Daily and weekly hours of work for establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
302		Daily and weekly hours of work for young persons	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
303		Daily and weekly hours of work in shops	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
304		Daily flushing of drains carrying waste or sullage water or sewage	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
305		Deductions which may be made from wages	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
306		Eligibility of employee for receiving service compensation	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
307		Employer desiring to impose fine to explain the same personally to the employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
308		Employer desiring to impose fine to reduce the charge in writing	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
309		Employer named in the list to have authority to impose fine	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

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310		Employee to take into account gravity of the misconduct before awarding punishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
311		Encashment of the leave with wages	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
312		Fencing of dangerous part of machinery	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
313		Furnishing letter of appointment in form XXVI to employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
314		Giving adequate training or instruction to employee assigned to Manual Transport of loads	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
315		Holidays for an establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
316		Interval for rest for employee in establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
317		Interval for rest for employee working in shop	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
318		Leave for employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
319		Maintaining suitable devices for connecting the power supply	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
320		Maintaining available suitable technical devices for Manual Transport of loads	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
321		Manner of making recovery of an advance of money given before employment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
322		Maximum amount of fine to be imposed by employer	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
323		Maximum amount of installments by which an advance is repaid	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
324		Maximum permissible weight for adult male worker	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

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325		Maximum permissible weight for women and young persons	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
326		Name board of every shop or establishment to be in Telugu	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
327		Opening and closing hours for establishments	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
328		Opening and closing hours of shops	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
329		Packaging of loads which may be transported manually to be compact	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
330		Payment of wages for overtime work	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
331		Permissible amount of deductions for damage or loss	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
332		Permissible amount of deductions for services rendered	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
333		Precautions for the safety of employees in establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
334		Prohibition on allowing child to work in establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
335		Prohibition on employee to work near the moving machinery or belt with loose fitting clothes	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
336		Prohibition on employer to deduct wages on account of any day or part of a day on which establishment has remained closed	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
337		Prohibition on employer to deduct wages on account of any day or part of a day on which shop has remained closed	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
338		Prohibition on employer to maintain register with intent to deceive	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

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339		Prohibition to assign Manual Transport of loads to pregnant woman	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
340		Prohibition to impose fine without giving opportunity of showing cause to employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
341		Prohibition to make deduction or damage or loss without given an opportunity of showing cause	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
342		Prohibition to make deduction for services rendered unless accepted by employee as term of employment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
343		Prohibition to terminate service of employee without giving one month's notice or wages in lieu thereof	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
344		Providing drinking water in an establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
345		Providing tight fitting clothes to employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
346		Responsibility of employer for payment of wages	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
347		Restriction to terminate service of employee without inquiry	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
348		Rubbish, filth or debris no to accumulate on any part of establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
349		Spread-over periods of work for employee working in a shop	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
350		Spread-over periods of work for employee working in establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
351		Termination of service of employee employed continuously for a period of one year	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
352		Termination of service of employee employed continuously for a period of 6 months	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

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353		Termination of service to be made in writing	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
354		Time limit for recovering fine imposed on any employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
355		Unearned advance of wages not to exceed an amount equivalent to the wages earned by the employee	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
356		Wages for overtime work where normal hours of work is less than 8 hours a day and 48 hours a week	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
357	Payment of Wages Act 1936 and Telangana Payment of wages Rules 1937 (Applicable to Telangana)	Displaying list of approved acts and omissions for imposing fines on employees at the main entrance of the factory	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
358		Payment of wages on termination of employment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
359		Payment of wages wherein less than 1000 persons are employed before 7th day of the expiry of wage period	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
360		Payment of wages in more than 1000 persons are employed before 10th day from the end of wage period	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
361		Advances of wages not earned not to exceed wages earned during the preceding 2 calendar months	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
362		Amount of deductions from wages for damage or loss not to exceed actual amount of the damage or loss	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
363		Application by employer to grant power to impose fines	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
364		Deduction from wages on account of breach of contract not to exceed the wages of employed person for the notice period for termination	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
365		Deductions from wages for recovery of advances made for services rendered	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

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366		Deductions from wages for services supplied to the employee not to be made unless employee accept the services	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
367		Deductions from wages not to exceed 50% of total amount of wages other than payments made to the co-operative societies	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
368		Deduction from wages not to exceed 75% of total amount of wages in respect of payments made to the co-operative societies	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
369		Deductions from wages on account of absence from duty	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
370		House building loan for construction of new house or purchase of ready house upto wages of 36 months	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
371		House building loan guaranteed to carry simple interest not exceeding 6% from the date of its payment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
372		Imposition of fine on any employed person in respect of acts and omissions of his/her part	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
373		Installment for repayment of advance wages not to exceed one third of the wages amount	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
374		Maximum loan amount permissible for purchase of house site to any employed person	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
375		Monthly installments for recovery of loan guaranteed for purchase of house site	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
376		Obtaining necessary agreements/mortgages executed from the person employed for repayment of house building loan	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
377		Payment of non-disbursed wages to the chief Inspector of factories in case of death of the employed person	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
378		Permissible deductions from wages of the employed persons	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

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379		Permissible installments for recovery of house building loan from wages of the employed person	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
380		Person imposing fine / making any deduction from wages of employed person to inform the paymaster	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
381		Person imposing fine or making deduction from wages to explain personally to the employed person before deduction/ imposition	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
382		Person imposing fine or making deduction from wages to obtain signatures/ thumb impression of the employed person	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
383		Person imposing fine/ or making deduction from wages to reduce in writing the charge about such fines/ deductions	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
384		Person responsible for payment of wages to fix the wage period	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
385		Prohibition on deduction from wages except as authorised under the act	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
386		Prohibition on deduction from wages of an employed person below 15 years of age for breach of contract	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
387		Prohibition on deduction from wages of employed person in respect of breach of contract unless employment contract contains such provision	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
388		Prohibition on imposition of fine on any employed person below 15 years	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
389		Prohibition to impose fines exceeding 3% of wages	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
390		Recovery of excess deductions made from the wages of employed persons	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
391		Spread over for recovery of advances of wages	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

392		Displaying abstracts of the Act at factory/ industrial establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
393		Payment of non-disbursed wages to the nominee in case of death of the employed person	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
394		submission of list of acts and omissions to the chief Inspector of factories to impose fine along with other officers of the factory	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
395	Child and Adolescent Labour Prohibition And Regulation Act, 1986 and Child Labour (Prohibition and Regulation) Rules, 1988 (Applicable to Telangana)	Maintenance and preservation of register of adolescent workers employed in Form A	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
396		Display of weekly off for the adolescents employed	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
397		Displaying abstracts of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 at the establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
398		Displaying abstracts of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 by port authority	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
399		Displaying abstracts of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 by Railway administration	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
400		Depositing of at least 20% of income earned by child artist in a Fixed Deposit Account in a Nationalised Bank	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
401		Appointing a responsible person to look after the child artists at the production/ event	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
402		Daily working hours for the child working as an artist in audio-visual entertainment industry	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
403		Maximum working days for child working as an artist in an audio-visual entertainment industry	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
404		Permitted working hours for adolescents employed at the establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.



405		Producer of audio-visual media production to ensure that screening of films and TV programmes involving child participation is with a disclaimer about child safety	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
406		Prohibition of adolescent's overtime work	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
407		Prohibition of employing child to work in any occupation or process	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
408		Prohibition on working beyond regular working hours for adolescents employed at the establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
409		Prohibition on working of an adolescent in two establishments at a time	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
410		Rest interval for adolescent employed	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
411		Spread over for adolescents employed in an establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
412		Weekly off for adolescents employed	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
413		Sending notice to the inspector regarding employment of adolescents at the establishment	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
414		Submission of undertaking in Form C by producer of an audio-visual media production / any commercial event involving child participation	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.
415		Obtaining prior permission from District Magistrate for participation of child artist in an commercial event/ audio-visual media	It will be presumed that its complied if the employer files self certification along with integrated annual return, online.

I.RANI KUMUDINI,  
SPECIAL CHIEF SECRETARY TO GOVERNMENT